

MOBBING IN ORGANIZATIONS: ANALYSIS OF PARTICULAR CASES IN A HIGHER EDUCATION INSTITUTION

ABSTRACT

The research has been developed from the framework of the relational sociology and articulated functionally with the approaches of the subjective well-being, psychological and social, as well as with the related theoretical and empirical of mobbing in the organizations, in this case in a higher education institution. The methodological approach is historical-hermeneutical, includes a mixed perspective analysis (qualitative – quantitative) of particular situations. It is intended to show the relational complexity of the dysfunctionality of the mobbing on the basis of analysis of the particular situations, expecting that the educational institution - may have additional tools for the resolution of this type of conflict and thus be able to build institutions with healthy environments for their employees.

Keywords: Mobbing; relational sociology; educational institution; subjective wellbeing; psychological well-being; social well-being; job stability and organizational climate.